



Aror University of Art, Architecture, Design & Heritage, Sukkur
Directorate of Human Resource

ELIGIBILITY CRITERIA FOR NON-TEACHING POSITIONS

CAREER OPPORTUNITIES-MAY-2025

S#	Name of the Post & Pay Scale		Qualification/Experience	Competencies
1	Director QEC (BPS-19) Age limit: 50Y Max (Tenure-based)	Quality Enhancement Cell	PhD / MS / MPhil (Preferably in Science, Engineering, Business Administration, Social Sciences, or a relevant field) from HEC recognized University with At least 12 years of experience in academia, administration, quality assurance in higher education institutions in which 5 years of experience in a leadership/managerial role related to Quality Assurance, Accreditation, or Institutional Research with Experience in handling Self-Assessment Reports (SARs), Program Accreditation, HEC Ranking Process, and Compliance with HEC/QAA policies. Knowledge of HEC criteria, Pakistan Qualification Framework (PQF), and Outcome-Based Education (OBE). Publications in quality assurance, higher education, Membership in quality assurance organizations (e.g., QAA, APQN, INQAAHE) and experience in international accreditation processes (e.g., ABET, AACSB, NCEAC, PEC) shall be preferred.	<ul style="list-style-type: none"> • Strong understanding of HEC QEC guidelines, ISO standards, and academic audit processes. • Expertise in data analysis, policy formulation, strategic planning, and institutional effectiveness. • Excellent report writing, presentation, and communication skills. • Familiarity with LMS, accreditation software, and university ranking methodologies. • Ability to work with faculty, administration, and external accreditation bodies.
2	Director ORIC (BPS-19) Age limit: 50Y Max (Tenure-based)	Office of Research, Innovation & Commercialization	PhD / MS / MPhil (Preferably in Science, Engineering, Business Administration, Social Sciences, or a relevant field) from HEC recognized University with At least 12 years of experience in academia, research administration, in higher education institutions in which 5 years of in leadership/managerial experience in research development, technology transfer, or commercialization with Experience in Research grants, funding proposals, and industry linkages, technology incubation, patents, and intellectual property rights (IPR), HEC-funded research projects, research impact assessment, and commercialization strategies. Strong research profile with publications in impact factor journals, experience in establishing innovation hubs, incubators, and startups, membership in research and innovation organizations (e.g., HEC ORIC Network, UNESCO, IEEE, ACM), International exposure in research collaborations and industry linkages shall be preferred. Preference will be given to PhD.	<ul style="list-style-type: none"> • Strong knowledge of HEC research policies, funding mechanisms, and ORIC guidelines. • Expertise in research development, entrepreneurship, and university-industry collaboration. • Strong grant writing, proposal development, and fundraising skills. • Familiarity with intellectual property laws, patent filing, and technology transfer processes. • Ability to work with faculty, industry partners, and national/international funding bodies. • Proficiency in data analysis, policy formulation, and strategic planning for research and innovation.



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INSTRUCTIONS:

- To apply, please visit website <https://aror.edu.pk/careers> for eligibility criteria and position requirements. Those applicants who strictly meet the criteria should apply. The completion of final/required degree is mandatory.
- Applications should include a **application form** (downloaded from the website <https://aror.edu.pk/careers>), a detailed resume, two latest photographs, duly attested photocopies of the certificates/ degrees, names and contact of two professional referees (not relative), Equivalence of qualification by HEC (in case of Foreign Degree), along with payment of **PKR 3000/-** through Bank Challan /DD (nonrefundable) in favor of the Aror University of Art, Architecture, Design & Heritage.
- Candidates who are already serving in Government/Semi-Government and Autonomous bodies should apply through proper channels with NOC from their employer and should submit the same along with the application. Late or Incomplete shall not be considered. Therefore, all documents e.g. degrees, certificates, NOC, and referees should be submitted along with the application.
- Only shortlisted candidates who meet the criteria shall be contacted for Written Test/Interview at the mailing address. No TA/DA shall be admissible for Written Test/Interview. Providing fake/fabricated data shall disqualify during/after hiring.
- Application must reach the office of the Director Human Resources on or before **May 23, 2025, by 05:00 PM** during office hours (CoB) via registered postal/courier service only.
- Contributory pension policy will be applicable as per SHEC notification no: AD(Finance)/SHEC/02-20/2024/0894 dated: 27th June 2024 and subject to approval from statutory bodies of Aror University.
- The University reserves the right to cancel advertisement as part or whole, at any time of the recruitment process with or without assigning any reason.

(Director Human Resources)

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